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CATALOGUE OF AUSTRALIAN ARMY PSYCHOLOGY CORPS RESEARCH PROJECTS--ETC(U)
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Catalogue of Australian Army
Psychology Corps Research Projects
1980 - 81

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WO1 T. A. THURBON

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Abstract

This catalogue of research conducted during 1980-'81 is produced in accordance with the Operating Handbook for the Australian Army Psychology Corps 2D-3. It consists of all projects which were undertaken within the Corps which progressed to a stage where they were identifiable by a title. The catalogue summarises the returns of research submitted by AAPsych Corps Units/Appointments. Those projects which have been completed and resulted in the production of a report have been distributed on a scale determined by DPSYCH-A. Some reports were commissioned for/ by a particular Unit or Appointment and distribution has been limited. Requests for limited distribution reports should be directed to DPSYCH-A.



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1. WORK ATTITUDES AT ARMY HEALTH RECORDS OFFICE - A FOLLOW-UP SURVEY.
(Research Note 1/80) January 1980. 1 Psych Research Unit (Limited Distribution)

CAPT T. C. RAMSDEN

A follow-up examination was made of attitudes of personnel working at Army Health Records Office towards their work. Results indicated generally more positive attitudes to the work situation at Health Records, with the exception of attitudes to promotion opportunities which were more negative. No firm conclusions could be drawn regarding causes and extent of changes in attitudes because a substantially different group was questioned, the group size was small and at least one question was ambiguous.

2. A MORE REALISTIC APPROACH TO THE MEASUREMENT OF OCCUPATIONAL INTERESTS IN A SERVICE SETTING. PART 1: FORM EZ. (Research Note 2/80) December 1979. 1 Psych Research Unit (Open Distribution)

MR R. G. SALAS (Dept. of Defence - Navy Office)

Argument is forwarded in favour of a reappraisal of the value and use of occupational preference data in Service psychology. Two new interest blanks designed to facilitate this are presented. Form EZ is structured for use on non-academic, non-officer-like populations; JOBLIST provides vocational expression for academic, professional, officer-like populations. The paper describes the aims, development and use of Form EZ.

3. REPORT ON THE PILOT STUDY OF A QUESTIONNAIRE FOR SOLDIERS FOR THE REGULAR SOLDIER CAREER DEVELOPMENT REVIEW. (Research Note 3/80) February 1980. 1 Psych Research Unit (Limited Distribution)

MAJ J. W. KELLEY

1 Psychological Research Unit was tasked by the Regular Soldier Career Development Review to develop a questionnaire to survey soldiers and officers to gain some measure of their opinion on particular factors relating to the careers of soldiers. This report outlines the development of this questionnaire and presents the results of the pilot study.

4. AN EXAMINATION OF OPINIONS OF FEMALE MEMBERS OF THE ROYAL AUSTRALIAN ARMY NURSING CORPS TO THE RAANC UNIFORM. (Research Note 4/80) October 1980. 1 Psych Research Unit (Limited Distribution)

LTCOL M. J. ELEY

A questionnaire was administered to all female members of the Royal Australian Army Nursing Corps in order to determine their attitudes to their new uniform, compared to the former uniform. A large majority of nurses felt that RAANC should have a distinctive uniform. Two thirds of respondents favoured a grey uniform, one quarter favoured green. Three design alternatives in grey, including the former uniform were all preferred ahead of the existing green uniform. The former grey uniform, both winter and summer was rated ahead of the present uniform on a range of factors, from serviceability to military appearance. Style was seen to be the strongest point of the present uniform. The present summer uniform in particular was criticised on most factors. Reasons given for the above opinions related mainly to tradition, serviceability, and military appearance.

5. REGULAR SOLDIER CAREER DEVELOPMENT REVIEW - OVERALL REVIEW OF ATTITUDES AND OPINIONS OF REPRESENTATIVE ARMY SAMPLE. (Research Note 5/80) March 1981. 1 Psych Research Unit (Limited Distribution)

MAJ J. W. KELLEY

A survey was conducted on the attitudes and opinions of soldiers in the Australian Regular Army on various factors relating to their careers. The survey covered the areas of recruiting, allocation, employment categories, training, promotion, education, performance appraisal, roles of Head of Corps and Central Army Records Office (CARO) and manpower planning. The survey was conducted at the request of the Regular Soldier Career Development Review (RSCDR). The samples of NCO and PTE soldiers were combined to form a representative Army sample. The results of the survey using this Army sample are given in this report. The results are discussed in terms of general percentages of responses in different categories. No attempt is made to show the effects of rank, age, length of service etc on response patterns in this report.

6. IMPLEMENTATION OF NORMS. (Research Note 1/81) May 1981. 1 Psych Research Unit (Limited Distribution)

MAJ J. W. KELLEY

This report summarizes Research Note 8/78 looking at the rationale for norms for AA Psych Corps and describing four norming scales. Discussion centres on the total system in which the norms must operate and some suggestions are made regarding the introduction of norms.

7. HUMAN PERFORMANCE IN OPERATIONAL SETTINGS: THE ROLE OF PSYCHOLOGICAL RESEARCH IN ARMY OPERATIONS. (Research Note 2/81) May 1981. 1 Psych Research Unit (Limited Distribution)

CAPT G. R. WARDLAW

This Research Note, initiated at the request of DPSYCH, discusses the contribution that psychological research could make to the solution of operational problems within the Australian Army. It outlines the expanding scope of psychology and lists some major areas of application together with selected examples of psychological research being conducted overseas. Some implications of an expansion of an operational research role for AA Psych Corps are raised for discussion.

8. RECENT AUSTRALIAN ARMY EXPERIENCE IN THE DESIGN AND IMPLEMENTATION OF PERSONNEL EVALUATION SYSTEMS. (Research Note 3/81) May 1981. 1 Psych Research Unit (Open Distribution)

MAJ K. W. NESBITT

Many of the issues facing the designers of a personnel evaluation systems are common. The present paper describes recent Australian Army experience in the design and implementation of systems of evaluation for officers and soldiers. Two separate project teams developed the systems and their solutions are discussed in terms of their similarities and differences. Among the issues dealt with are the aims of evaluation, an open or closed system, forms of assessment, rating scales, reliability, validity and long term effectiveness. While the proposed systems contain much that is similar, there were significant differences in the approach taken by each project team. Comparisons are summarised in tabular form. Also included are copies of the appraisal documents and a selected bibliography.

9. THE ANALYSIS OF RATINGS IN THE CONFIDENTIAL REPORT - SOLDIERS (PR66) FOR 1981. (Research Note 4/81) July 1981. 1 Psych Research Unit (Limited Distribution)

MAJ J. W. KELLEY

The report analyses the rating scales in the Confidential Report - Soldiers (PR66) for the 1981 promotion series with respect to their ability to discriminate, their reliability and their factor structure. The usefulness of each scale is discussed and some recommendations made for future use of the PR66. It was found that although most rating scales had reasonable discrimination, good reliability and fitted into a performance factor, a few scales did not fit well, could be detrimental and may need some revision.

10. PRELIMINARY ANALYSIS OF TRI-SERVICE RESIGNATION QUESTIONNAIRE DATA. (Research Note 5/81) October 1981. 1 Psych Research Unit (Limited Distribution)

LTCOL M. J. ELEY and CAPT I. D. JOHNSTON

Officer resignation questionnaires from the three Services were factor analysed in total and for each Service individually. Six consistent but internally variable factors were identified leading to the conclusion that long term indices based on these factors would be unreliable indicators of reasons for resignation of officers. Further recommendations were made for analysis and application of the questionnaire.

- 11 AN INVESTIGATION INTO THE CAREER PROGRESSION OF SOLDIERS WHO REQUIRE REMEDIAL TRAINING DURING RECRUIT TRAINING. (Research Note 6/81) November 1981. 1 Psych Research Unit (Open Distribution)

CAPT I. D. JOHNSTON

The career progression and performance of 76 soldiers who required remedial training during recruit training, was compared with a sample of peers. A significant difference on the variables performance on recruit training, performance on IET, selection for subject one for corporal and charges was found, as well as a non significant trend for poorer performance on all other variables. It was concluded that recruits who require remedial training are able to give effective service, albeit at a slightly lower level than their peers.

12. ANALYSIS OF THE RATING SCALES ON THE AUSTRALIAN ARMY OFFICER CONFIDENTIAL REPORT (A26) FOR TWO CONSECUTIVE YEARS OF DATA. (Research Note 7/81) November 1981. 1 Psych Research Unit (Limited Distribution)

MAJ K. W. NESBITT

An empirical study was conducted in 1980 based on the rating scales used to assess Australian Army Officers. Since that time an additional sample from the same officer population was collected and, in the light of more recent literature, it was decided to assess the resultant pair of samples. The aim of the study was to re-examine and extend the work of the Officer Evaluation Study Team. The results presented tend to support those of the Study Team for all scales except one. Knowledge of Work was replaced as a scale by an alternative, while the present results suggest it should perhaps have been retained. As for extending the earlier work, three important contributions are made. A method of controlling for "halo" has produced a readily interpretable, stable factor structure which suggests the possibility of deriving useful factor scores. A mechanism for identifying deviant raters, according to two criteria, was tested with promising

results. Finally the procedures for assessing the recently introduced revised officer report are recommended.

13. LEADERSHIP PERSONALITY RESEARCH. (Research Note 8/81) November 1981.
1 Psych Research Unit (Open Distribution)

MAJ J. W. GRACO

This paper discusses three issues relevant to leadership personality research. The first compares interindividual to intraindividual research strategies. The former explains differences between individuals such as leaders and nonleaders and the latter explains differences within leaders. It is suggested that intraindividual strategies are better than interindividual strategies for demonstrating the role personality characteristics play in leadership. The second discusses situationally determined leadership measurements. It is recommended that researchers should use leadership measurements which are related to work behaviour rather than use general personality trait measurements. The third reviews the relationship between personality variables and leadership behaviours. It is pointed out that leadership research has concentrated on identifying the personality characteristics of leaders and the behaviours they use but few attempts have been made to link the two sets of variables.

14. TRAINING AND DEVELOPMENT OF LEADERS. (Research Note 9/81) November 1981. 1 Psych Research Unit (Open Distribution when printed)

MAJ W. J. GRACO

This paper discusses three issues relevant to the training and development of leaders. The first compares content approaches to competency approaches. A content approach teaches students topics found in leadership pamphlets whereas a competency approach teaches students role relevant knowledge, skills and attitudes. It is suggested that competency approaches have a number of advantages over content approaches. The second discusses behaviour versus situational changes. It is stated that more research is required to resolve whether it is more cost/effective to change the leader's behaviour, change his situation or change both factors. The third addresses the problem of transfer of training. It is pointed out that further investigations are required to determine the factors which facilitate what the leader learns in training to the job, and to the role development itself plays in leadership proficiency.

15. PRELIMINARY STUDY OF FACTORS FOR CONSIDERATION IN A MEDIUM DENSITY HOUSING DEVELOPMENT IN THE ENOGGERA MILITARY AREA. (Research Note 10/81) November 1981. 1 Psych Research Unit (Open Distribution)

MAJ S. A. MARTYN

This report, which takes the form of a discussion paper, resulted from a request for assistance in the conduct of a feasibility study into the provision of medium density married quarters in the Enoggera area. A number of factors which are considered important in the planning, design, construction and operation of a medium density housing development are discussed. Some provisional recommendations are made for consideration during the feasibility study.

16. A STRATEGY FOR THE DISTRIBUTION OF MANPOWER. (Research Note 11/81)
November 1981. 1 Psych Research Unit (Limited Distribution)

LTCOL M. J. ELEY

The Australian Army allocates its soldiers to employments according to a classification or placement model rather than the more common selection model. For a number of reasons it is argued that the aim of perfect person-to-job match is not appropriate, nor even desirable in the classification model. The strategy of negative selection, or selecting "out" is justifiable for this model however, even though this may result in a greater responsibility falling to other parts of the career cycle, such as training, in order to ensure proficient performance. The strategy of negative selection is further justified when a number of implicit assumptions underlying Australian Army manpower policy are examined.

17. THE PREDICTION OF PERFORMANCE AT AUSTRALIAN ARMY STAFF COLLEGE.
(Research Note 12/81) November 1981. 1 Psych Research Unit (Limited Distribution)

CAPT L. W. TOMLINSON

The prediction of performance at Australian Army Staff College, using variables available to the Selection Board and psychometric data, was assessed for the years 1979 and 1980. Differences were found between the two years. The differences were discussed, with the conclusion being reached that the disparity did not seem to be because of differences between groups but was likely to be because of differences in treatment at Staff College. Recommendations were made for further studies to be conducted so that these results could be seen in comparison with those of other years.

18. CATALOGUE OF AAPSYCH CORPS PROJECTS - 1979. (Technical Note 1/80)
March 1980. 1 Psych Research Unit (Open Distribution)

WO1 T. A. THURBON

This catalogue of research conducted during 1979 is produced in accordance with the Operating Handbook for the Australian Army Psychology Corps 2D-3. It consists of all projects which were undertaken within the Corps which progressed to a stage where they were identifiable by a title. The catalogue summarises the returns of research submitted by all AA Psych Corps Units/Appointments. Those projects which have been completed and resulted in the production of a report have been distributed on a scale determined by DPSYCH-A. Some reports were commissioned for/by a particular Unit or Appointment and distribution has been limited. Requests for limited distribution reports should be directed to DPSYCH-A.

19. THE APPEARANCE OF AUSTRALIAN ARMY PSYCHOLOGY CORPS PERSONNEL IN COURT.
(Technical Note 1/81) January 1981. 1 Psych Research Unit (Limited Distribution)

CAPT G. R. WARDLAW

This Technical Note outlines the role of psychologists as expert witnesses in courts of law. It sets out the basic law relating to expert evidence and examines the position of psychologists with respect to issues of confidentiality. In particular it suggests the appropriate procedure to be followed upon receipt of a subpoena for psychological records and provides a guide to assist Army psychologists prepare for court appearances.

20. THE LEARY INTERPERSONAL CHECKLIST - AN INVESTIGATION INTO ITS USE AS A SELECTION INSTRUMENT. (Report No 1, 1981) 16 Psych Unit.
(Estimated Completion date Aug 82)

CAPT I. B. RITCHIE

An examination of the use of the ICL as a predictive measure in assessing suitability for PNG, SAVR, and RACMP applicants is being conducted. The resultant report will cover:

- a. Current usage
- b. Discriminative properties
- c. Predictive capabilities
- d. Reliability, and
- e. Factor analysis.

21. THINKING ABOUT ALLOCATION. (Report No 2, 1981) 16 Psych Unit.
(Estimated Completion date June 82)

CAPT S. H. RICHARDSON

A self contained package for use by female general enlistment recruits in determining their preferences for allocation.

22. EVALUATION OF PSYCHOLOGICAL CLASSIFICATION - ARES. (Report No 1)
Dec 81, 12 Psych Unit

12 Psych Unit surveyed 2524 enlistees to the Army Reserve in the Sydney region between 1 Feb 80 and 30 Jun 81. It was found that a considerable number had not been psychologically tested and interviewed prior to enlistment. The study also compared retention rates between the four psychological classifications given to units regarding selection of soldiers. A significant percentage (38%) of soldiers not classified by 12 Psych Unit as suitable for ARes enlistment did not render effective service or took an early discharge. For those psychologically assessed as suitable for ARes enlistment, only 19.6% were non-effective or discharged early. Cost effectiveness to the Army of ARes psychological assessments of potential recruits was noted and appropriate recommendations made.

23. EMERGENCE OF LEADERS AT OFFICER SELECTION BOARDS. (Report No 1)
1 Psych Unit

MAJ S. RUHFUS

Report still in preparation.

